



**Elmos  
ESG KPIs**

Section: Social  
 Chapter: Employees and working conditions  
 KPI: Diversity and equal opportunities  
 Coverage: Elmos Group<sup>1</sup>  
 Supported UN SDGs:



Addressed GRI standards: 405

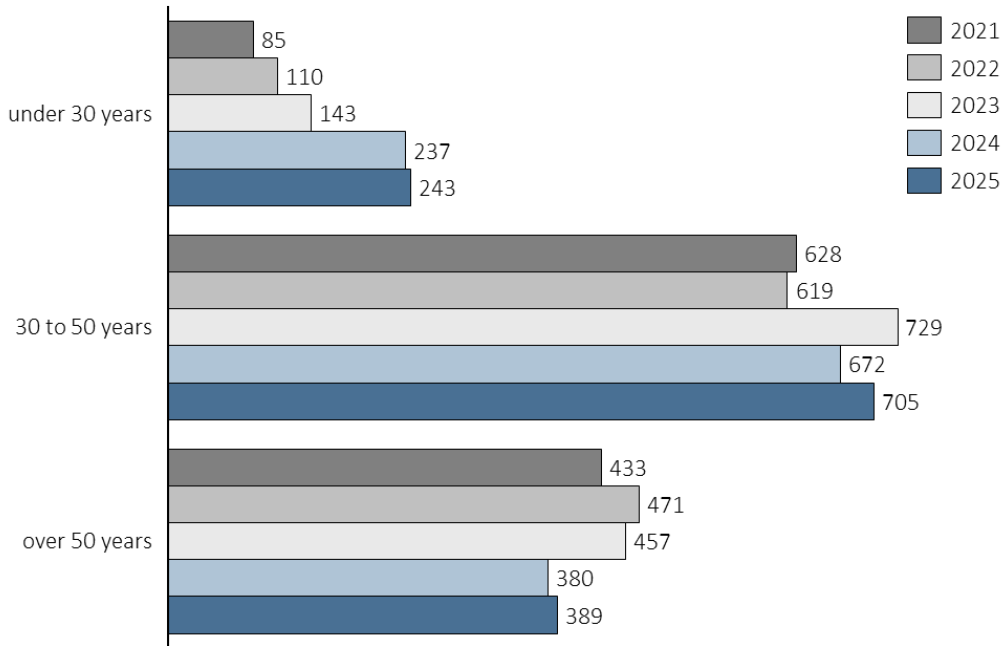
Breakdown of employees by gender and full and part time as of December 31, 2025

	2021		2022		2023		2024		2025	
Total	1,146	100%	1,200	100%	1,329	100%	1,289	100%	1,337	100%
thereof women	273	24%	282	23%	305	23%	306	24%	325	24%
<i>thereof full time</i>	182	67%	183	65%	188	62%	230	75%	245	75%
<i>thereof part time</i>	91	33%	99	35%	117	38%	76	25%	80	25%
thereof divers	-	-	-	-	-	-	-	-	1	0%
<i>thereof full time</i>	-	-	-	-	-	-	-	-	1	100%
<i>thereof part time</i>	-	-	-	-	-	-	-	-	0	0%
thereof men	873	76%	918	77%	1,024	77%	983	76%	1,011	76%
<i>thereof full time</i>	831	95%	874	95%	973	95%	931	95%	958	95%
<i>thereof part time</i>	42	5%	44	5%	51	5%	52	5%	53	5%

<sup>1</sup> The gray data up to and including 2023 represent the main location in Dortmund including the wafer fab. Based on the sale of the wafer fab to Littelfuse Inc. completed at the end of 2024, the blue data from 2024 onwards represents Elmos as a fabless company without its own wafer fab. Apprentices and students are included from 2024 onwards.

Breakdown of employees by age group as of December 31, 2025

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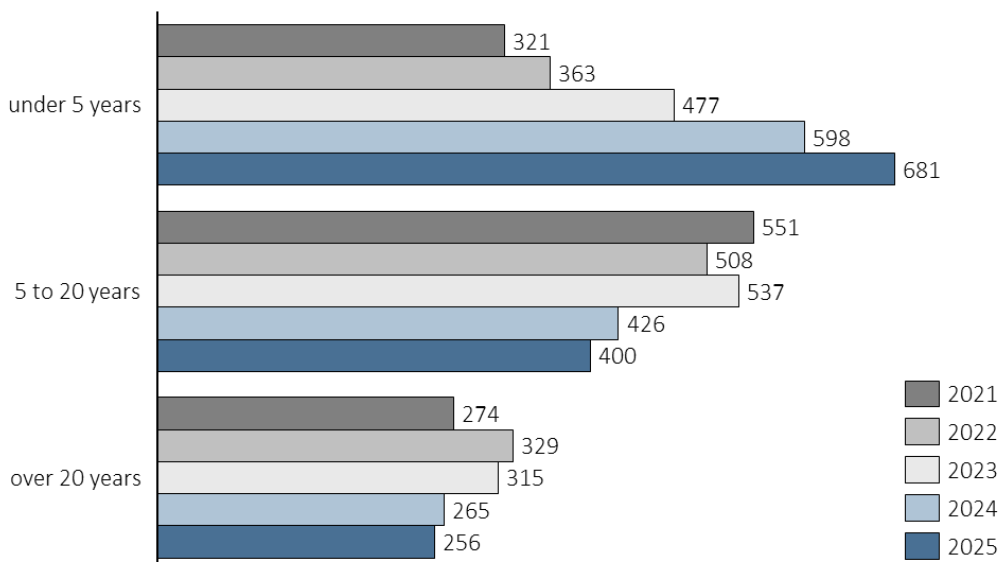


In 2025, the average age was 43 years (2024: 42 years, 2023: 45 years, 2022: 44 years; 2021: 45 years). Elmos does not employ minors, i.e. anyone under the age of 18 (as of December 31, 2025).

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Breakdown of employees according to years of service as of December 31, 2025

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In 2025, the average length of service was 10 years (2024: 10 years, 2023: 12 years, 2022: 11 years; 2021: 11 years).

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<b>ESG policies</b>	Diversity and equal opportunities
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